



REQUEST FOR PROPOSAL (RFP)

A. RFP no. and Date:	010/2019- June 17, 2019
B. Subject:	Purchase of Training Courses for ARTC Presentation Skills and Communicating for Results Training — FY 2020
C. Issuing Office/Section:	USAID RDMA, Executive Office 25th Fl, Athenee Tower 63 Wireless Road, Bangkok 10330, Thailand
D. Closing date for receipt of questions: Closing date for receipt of proposals:	July 30, 2019 – (5pm, Bangkok Time) August 5, 2019 – (5pm, Bangkok Time)
E. Type of Award:	Fixed Price – Purchase Order
F. Basis for Award:	Soliciting competition, evaluation of proposals or offers, award and documentation (FAR Part 13.106)

Description of Requirements

The United States government, represented by the U.S. Agency for International Development (USAID), invites qualified companies/individuals to submit cost proposal of the services specified below. This is to support the operation of USAID/RDMA, Bangkok Thailand.

Proposal submission and questions regarding this Request for Proposal (RFP) shall be ONLY via email to bangkokusaidproc@usaid.gov by the time/date specified above.

The award of a contract hereunder is subject to the availability of funds. Issuance of this RFP does not constitute an award or commitment on the part of the U.S. Government, nor does it commit the U.S. Government to pay for costs incurred in the preparation and submission of a proposal. **Please be advised that all interested parties are required to be registered in Dun and Bradstreet and are subject to SAM registration before an award can be made.** Information on obtaining the Data Universal Numbering System (DUNS), can be found at this website: <http://fedgov.dnb.com/webform>. Offerors are also required to register their business on the U.S. Government's System for Award Management (SAM) at www.sam.gov. Information on this process for foreign vendors is available [here](#). Prospective offerors are encouraged to register in SAM prior to the submittal of quotations.

I. Introduction

The U. S. Agency for International Development (USAID) in Bangkok, Thailand plans to offer the following “soft skill” training courses:

1. Briefing and Presentation Skills, on/about June 15- 17, 2020
2. Communicating for Results, on/about June 18- 19, 2020

Each class will consist of approximately 25 participants from USAID missions located in countries in throughout the Asia region and possibly beyond, including Locally-employed staff (LES), Third Country Nationals (TCN) and American staff. The training venue will be provided by USAID.

II. Background

USAID is the lead U.S. Government agency that works to end extreme global poverty and enable resilient, democratic societies to realize their potential. In the past few years, USAID has recruited and deployed additional staff, increasing its workforce dramatically and quickly. The Regional Development Mission for Asia (RDMA) in Bangkok serves as a knowledge management platform that works closely with Washington headquarters to provide thought leadership for USAID programs throughout the Asia region and manages the Asia Regional Training Center (ARTC). ARTC is a dedicated training facility to deliver skills-building and specialized technical training to USAID staff.

USAID has a very diverse, global workforce with many employees having less than five years of USAID experience, and nearly half as many eligible for retirement. USAID is dedicated to strengthening its workforce by mentoring and empowering staff, and placing emphasis on the transfer of experience and knowledge. The training outlined here is to better prepare tomorrow’s leaders.

It is our intent to heighten employee performance and strengthen Agency capacity to manage assistance programs through offering two “soft skills” training courses: Briefing & Presentation Skills and Communicating for Results.

III. Services Required

A. Approach

Training must incorporate teaching methodologies that take into account different learning styles and diverse team dynamics.

The training shall incorporate the following principles:

- Highly participatory, interactive and experiential for all participants
- Incorporates current and best practices in self-development

- Takes into account/allows for adapting to USAID's organizational culture
- Facilitates personalization/unique experiences for participants, and
- Sets the stage for ongoing self-development, providing forward-looking opportunity for skills, behaviors and supportive systems to continue to improve well after the training is completed.

Core content to be included in the training courses:

- **Briefing and Presentation Skills**

The training course should provide employees at all levels with techniques and methods to improve the quality and impact of their briefings and presentations. The training should be highly interactive and include practice presentation sessions, practical exercises, and individual coaching and feedback sessions. All participants should improve their ability to plan and deliver a presentation. This training should consist of not less than three (3) days classroom work focused on learning essential presentation and briefing skills. The training should help participants:

- Become more comfortable with public speaking
- Gain and retain the interest of the audience
- Structure and organize information
- Effectively use visual aids
- Prepare for question-and-answer sessions
- Develop a personal delivery style
- Communicate clearly and effectively
- Accept and utilize feedback

- **Communicating for Results**

Communication for results training should provide methods to overcome barriers to effective office communications. Develop strategies to increase your ability to be understood by identifying your own communication style and that of others. Explore methods of interpreting verbal and nonverbal feedback and the use of appropriate repetition to clarify communications. This training should consist of not less than two (2) days classroom work. The training should help participants:

- Apply the elements in the communications process for understanding and action
- Speak more clearly and directly
- Recognize and correctly interpret verbal and nonverbal feedback
- Listen for intent and meaning in another's message
- Distinguish among assertive, nonassertive and aggressive behaviors
- Express your needs assertively
- Resolve problems and challenges with co-workers and supervisors

B. Deliverables

1) The contractor will deliver two consecutive courses on Briefing and Presentation Skills and Negotiation Skills for up to 25 participants, lasting a total of one work-week. Any purchase and delivery of books and other printed training material to Thailand are the responsibility of the contractor, and must be included in the cost proposal. USAID/ARTC will provide the training venue, and access to laptops and projector(s) for presentations.

2) A training evaluation survey completed by course participants (after each course), with summarized metrics, will be provided to the ARTC Training Coordinator within three weeks of completion of the second training. This information will be used as feedback for similar future events that we may wish to undertake.

IV. Proposal Instructions

A) Technical Proposal (for each course)

The offeror shall include in the technical portion of the quotation:

- A brief summary of the topic and learning objective (maximum 1 page)
- A draft agenda for each of the courses (maximum 2 pages)
- Demonstrated past experience delivering (within the past three years) similar training to an overseas US Government audience (culturally and generationally diverse) with three references (names and email addresses) (maximum 2 pages)
- Resume of proposed instructor(s) that describes expertise conducting similar training (maximum 2 pages); the scope of each course requires one instructor only.

B) Price Proposal (for each course)

Total fixed price quotation - be sure to consider all costs associated with the delivery of each of these training courses including, but not limited to, preparation of course materials, preparation of course survey, delivery of course, airfare, lodging accommodations, meals and incidentals, local transportation, and transport of training materials by express courier. Do not include the cost of the training venue, and cost for access to laptops and projector(s) for presentations in your quotation.

V. Selection Criteria

USAID intends to make a contract award that represents the best value to the U.S. Government. “Best value” is defined as the offer that results in the most advantageous solution for the Government, in consideration of technical, cost, and other factors. All evaluation factors other than cost or price, when combined, are significantly more important than cost or price. When Contracting Officer determines that competing technical proposals are essentially equal, cost/price factors may become the determining factor in source selection. The criteria listed below are presented by major category, so that Offerors will know which areas require emphasis in the preparation of their proposals. The criteria are in descending order of importance. Offerors should note that these criteria serve as the standard against which all technical information will be evaluated and serve to identify the significant matters which Offerors should address. Unless

indicated otherwise, sub factors listed under each factor are not ranked in any order of importance, but are evaluated as a whole in determining the score for this factor.

A) TECHNICAL UNDERSTANDING AND APPROACH

The Technical Understanding and Approach will be evaluated to the extent to which the technical approach sets forth a clear vision for meeting all the requirements, is technically sound, demonstrates a clear understanding of the requirements/objectives, and presents a realistic, creative, adaptive, and feasible approach to achieve the expected results. This includes the proposed draft agenda.

B) KEY PERSONNEL, MANAGEMENT APPROACH, AND MOBILIZATION PLAN

Key personnel and Management Approach and will be evaluated considering the extent to which the proposal convincingly demonstrates a logical and well-thought out management approach and a key personnel that demonstrates how the Offeror will effectively and efficiently organize, mobilize, and manage the necessary resources to implement the proposed interventions to achieve the expected results.

C) ORGANIZATIONAL CAPACITY AND EXPERIENCE

Organizational Capacity and Experience will be evaluated to the extent to which the Offeror convincingly demonstrates in the proposal the capability and experience to successfully implement activities with similar magnitude and complexity.

USAID intends to award a contract without discussions with Offerors. However, discussions may be opened at the Contracting Officer's discretion. The Contracting Officer, at the Government's discretion, may enter into negotiations with one or more Offeror to discuss improvements in the proposal and cost deduction. Upon successful negotiation with the Offeror, a purchase order will be issued, and a lump sum payment made upon acceptance of all deliverables and within 30 days of receipt of invoice.